

Procedure for a Work Refusal*

<http://www.labour.gov.on.ca/english/hs/pubs/refusalprint.php>

First Stage

Worker considers work unsafe



Worker refuses to work.
Reports concern immediately to supervisor, safety rep., management rep.
Stays in safe place.



Supervisor/Department Head investigates with safety rep. and worker



Issue Resolved

Worker goes back to work.



Issue Not Resolved

[proceed to the second stage]

Second Stage

With reasonable grounds to believe work is still unsafe, worker continues to refuse and remains in safe place.

Worker or employer or someone representing worker or employer calls MOL



MOL Inspector investigates in company of worker, safety rep and supervisor or management rep.



Inspector gives decision to worker, management rep./supervisor and safety rep. in writing.



Changes are made if required or ordered.
Worker returns to work.

As per Ontario Regulation 857, at no time is a teacher permitted to leave any students unsupervised or unattended when exercising a work refusal.